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STATE LABOR RESERVES OF THE USSR

Ye. Mokhova

State labor reserves play an essential role in replenishing the labor force of the USSR. During the years of the Great Patriotic War alone the trade schools and FZO (factory-shop training) schools turned out more than 2 million young workers. At the same time they turned out a large quantity of production for the front. Students in trade schools and FZO schools produced more than 5 billion rubles worth of industrial goods during the war.

In the postwar period the state labor reserves system has become the chief source for filling the ranks of industrial, construction and transport workers with trained personnel. During the 1946-50 period the Ministry of Labor Reserves must train more than half the new labor of these branches of industry.

Supply of labor from the labor reserves system is particularly important in the main branches of heavy industry. Seventy to 80 percent of new labor for the coal, ferrous metallurgy, and machine-building industries will be trained by the FZO and trade schools during the postwar Five-Year Plan.

During the postwar years the state labor reserves system has been training labor for the main branches of industry at a rapid rate. Thus, in 1948 the number of young workers trained for the coal industry was 11 times the number trained in 1946; for construction, 4 times; for the construction materials industry, almost 2 times; and for the metallurgical industry, 1.6 times.

In all, 2,172,000 workers have been trained in 3 years of the postwar Stalin Five-Year Plan.

The state labor reserves system provides primarily for the training of personnel for the most important professions, as for example, cutters and timberers for mining, steel workers, furnace attendants, rolling press workers, etc.

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In carrying out the postwar Five-Year Plan the state has adapted the training of labor reserves to the needs of the national economy. In the first year of the postwar Five-Year Plan the main emphasis will be on training workers for the coal and metallurgical industries, and for constructing those mines and plants in heavy industry which have the most need for such new trained workers. The labor reserves system plays an important role in the redistribution of labor resources between rural and urban areas. Young people from collective farms are the chief source of trainees in the FZO schools. As early as 1939 at the 18th Congress of the All-Union Communist Party, Comrade Stalin set the collective farmers the task of "releasing annually young collective farm workers for expanding industry, even if only one and a half million per year." Carrying out this assignment, collective farms have annually freed labor for work in industry.

Before the revolution the low cultural level of the peasantry and the prevalence of hand labor in agriculture were a serious handicap to the peasants' industrial training. A considerable number of the adolescent peasants served apprenticeships under artisans who exploited them unmercifully.

Under socialism the situation has been fundamentally changed. Young people become familiar with machinery in the collective farm village. The broad general training given village youth makes their training for industry easier.

The state labor reserves system also serves as a channel through which the territorial redistribution of labor resources is carried out in line with the new distribution of industry closer to sources of raw materials and areas of consumption.

The territorial redistribution of labor resources is carried out chiefly through the trade and FZO schools. Young people from areas where there is a surplus of labor are sent to areas where there is a shortage.

The development of new industrial bases in the USSR has given impetus to the task of creating new centers for forming a trained labor force in the eastern areas, the Urals, Siberia, and Central Asia.

The system of state labor reserves played an important role in forming the working class in the eastern areas. During the war years a large number of trade and FZO schools were evacuated to the east. The network of such schools in the Urals, Siberia, and the Far East has also grown substantially in the postwar period.

The system of state labor reserves has considerably influenced the development of the labor force in the national republics.

During the prewar Stalin Five-Year Plans, great successes were achieved in the development of industry and the expansion of the labor forces in the national republics, and the establishment of a system of state labor reserves resulted in a further increase in the number of skilled workers. During the 5 years of 1940-45, trade and FZO schools in the Kazakh SSR trained 100,000 young workers, those in the Uzbek SSR trained 70,000, those in the Tatar ASSR trained 50,000, etc. The Five-Year Plan for training labor reserves contemplates further large expansion of the trade and FZO schools in the national republics.

Along with the state labor reserves system, the training of skilled labor also continues to be carried out directly in production. In 3 years of the postwar Five-Year Plan, 7 million workers have been trained by individual, crew, and course instruction, and 19 million more have increased their skills by this method.

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